

# **EXHIBIT 14**

# METHODIST HEALTHCARE

## ASSOCIATE PERFORMANCE EVALUATION

PERSONNEL NUMBER 143534 NAME Goodwin Joyce A

COST CENTER 0100 - 99250 DATE 10/02/2019

RETURN TO PAYROLL BY 11/30/2019 &lt;--NOTE

DATE OF EMPLOYMENT 11/02/2015 POSITION Humanitarian Fund Coordina/HRS 64.00

### SALARY INFORMATION

PRESENT RATE		EFFECTIVE DATE	08/04/2019	05/26/2019	11/12/2018	11/11/2018
GRADE	BASE RATE	HOURLY RATE	19.85	19.85	18.05	17.74
11	20.10	REASON	Transfer	Promotion	Merit Increase	Transfer
REASON	COMPA-RATIO	POSITION TITLE	Humanitarian Fund Co	Humanitarian Fund Co	Administrative Assis	Administrative Assis
Adjustment	92%					
EFFECTIVE DATE 09/15/2019						

REVIEW PERIOD FROM 10/14/19 TO 30 OCT 2019

GRADE RANGE MIN - 17.50 MID - 21.78 MAX - 26.06

II

How long has the Associate been in the present position? 3 YEARS

How long has the Associate been under your supervision? 3 YEARS

Performance Level: Exceeds expectations ☒ Meets expectations ☐ Needs improvement ☐

Recommended Increase: 3.5 % New Rate: \$ 20.80 /hr.

Effective Date: 11/10/2019

Date: 10-9-19 Associate [Signature]

Date: \_\_\_\_\_ Dept. Director or Manager

Exhibit  
m 5955

Date: 9-01-19 Supervisor [Signature]

Date: 10/09/19 Administrator [Signature]

### FOR PAYROLL USE ONLY

Updated: DATE: \_\_\_\_\_

TIME: \_\_\_\_\_

BY: \_\_\_\_\_

Retro Pay: YES: \_\_\_\_\_

NO: \_\_\_\_\_

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Annual Performance Evaluation  
[Associates]

Associate Name: JOYCE GOODWIN  
 Personnel Number: 143534  
 Date: 10/09/2019  
 Job Title: HUMANITARIAN FUND COORDINATOR

**Rating Descriptions:**

<b>1 - Needs Development (N)</b>	Performance does not consistently meet the standards and expectations of the job. Associate requires supervision to complete routine tasks and functions. Associate needs additional training, coaching or experience to meet expectations of the job. Associate's actions and demeanor are not always consistent with the MLH Values and Guiding Behaviors.
<b>2 - Meets Expectations (M)</b>	Performance consistently meets the standards and expectations of the job. Associate is fully competent, performs the job well and produces substantial and meaningful results. Associate's knowledge and skills are respected. Associate is a team player who models service, is focused on quality outcomes and maintains expected standards of integrity. Associate is a willing learner and is open to change. Associate consistently demonstrates the MLH Values and Guiding Behaviors.
<b>3 - Exceeds Expectations (E)</b>	Associate's performance far exceeds the normal job requirements by expanding the scope and impact of the job. Associate's demeanor and actions always exemplify the Methodist Le Bonheur Values and Guiding Behaviors. The Associate is recognized as a role model for others and leads by example.

**Section 1 - Job Responsibilities**

Refer to the Associate's Job Description to assign ratings in this section.

**Rating: 1 = Needs Development; 2 = Meets Expectations; 3 = Exceeds Expectations**

	Rating
Demonstrates the technical/clinical/professional knowledge, skills and abilities to perform the job functions of the position held.	<u>3.00</u>
Performs job responsibilities with accuracy and completeness.	<u>3.00</u>
Uses time and resources efficiently and effectively in the performance of job responsibilities	<u>2.50</u>
Follows established guidelines and policies related to job responsibilities.	<u>3.00</u>
<b>Total Score: <u>12</u> ÷ 4 = <u>3.00</u> multiply by 100 =</b>	<b><u>288</u></b>
<b>Job Responsibilities Section – Appreciative Feedback and Areas for Development:</b>	
Efficient and organized. Relates well with associates, families and committee. Organizes efficiently dealing with complex associate social cases and multiple grants.	

Associate and Leader have reviewed the current job description.

Associate  
Initials JD

Leader  
Initials NF

Completed annual competency assessment, if applicable.

Associate  
Initials JD

Leader  
Initials NF



Annual Performance Evaluation  
[Associates]

Associate Name: JOYCE GOODWIN  
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 Date: 143534  
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**Section 2 – Values and Guiding Behaviors**

**Rating: 1 = Needs Development; 2 = Meets Expectations; 3 = Exceeds Expectations**

		Rating
<b>Service</b> Patients and families are the heart of all we do.	<ul style="list-style-type: none"> <li>Serves with a compassionate spirit and treats others with dignity and respect.</li> <li>Accepts and values differences among people.</li> <li>Listens to understand and anticipate the needs of patients and families.</li> </ul>	3.00
<b>Quality</b> We consistently provide the highest quality through safe, proven practices.	<ul style="list-style-type: none"> <li>Maintains respectful partnerships with our patients, families and other staff members to provide safe, reliable care.</li> <li>Openly shares information with patients, families and colleagues to achieve the best results.</li> <li>Seeks out best practices and takes ownership for applying them.</li> </ul>	2.50
<b>Integrity</b> We accept and honor the trust placed in us through our faith-based mission.	<ul style="list-style-type: none"> <li>Follows through and honors commitments.</li> <li>Holds self and others accountable for actions and outcomes in the care of our patients, their families and each other.</li> <li>Does the right thing.</li> </ul>	3.00
<b>Teamwork</b> Together we are better.	<ul style="list-style-type: none"> <li>Takes personal responsibility for working as part of a team to support patients and families.</li> <li>Is willing to provide feedback, to be coached and to coach others for high performance.</li> <li>Recognizes the contributions of every individual, shows appreciation and celebrates success.</li> </ul>	2.50
<b>Innovation</b> We are a learning organization and embrace new ways to get better results.	<ul style="list-style-type: none"> <li>Is personally willing to change</li> <li>Is curious and openly seeks new approaches, processes, technology and practices to improve outcomes.</li> <li>Makes connections and collaborates with patients, families and the team to implement new ways of improving the health care experience.</li> </ul>	2.50
Total Score: <u>14</u> ÷ 5 = <u>2.70</u> multiply by 100 =		270

**Values and Guiding Behaviors Section - Appreciative Feedback and Areas for Development:**

Provides positive reinforcement and encouragement to associates.  
 Receives regular High Five notes and thank you cards from associates.

Future growth in assisting with Humanitarian Fund campaign and doing site visit to raise awareness with different service lines about the Fund throughout the system.

Annual Performance Evaluation  
[Associates]

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### Section 3 – Development Plan

**Individual Goal(s) (for next 12 month period - using SMART criteria)**

Site visits  
HF campaign assistance  
Securing additional outside resources for associates.

**Career Development (summary of discussion - educational and career goals)**

May pursue additional education in the area of Counseling if time and resources permit.

### Associate Comments



Annual Performance Evaluation  
[Associates]

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Section 4 – Evaluation Score

<b>Needs Development*</b> <b>200 - 334</b> <b>Meets Expectations</b> <b>335 - 534</b> <b>Exceeds Expectations</b> <b>535 - 600</b> <i>*Rating of Needs Development requires a written performance improvement plan</i>	Total Points from Section 1 (Job Performance): <div style="border: 1px dashed black; padding: 5px; width: 150px; margin: 0 auto;">288</div>
	Add Total Points from Section 2 (Values & Guiding Behavior): <div style="border: 1px dashed black; padding: 5px; width: 150px; margin: 0 auto;">270</div>
	Total Performance Points: <div style="border: 1px dashed black; padding: 5px; width: 150px; margin: 0 auto;">558</div>

**Overall Performance Rating:**

Exceeds Expectations

Associate Signature

*Joyce Goodwin*

Date 10/09/2019

*I understand that my signature does not represent agreement with the evaluation, only acknowledgement that it has been reviewed with me.*

Supervising Leader  
Signature

*[Signature]*

Date 10/09/2019

Level Up Leader  
Signature

*[Signature]*

Date 10/09/19